

BILL NO. 89-45

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 89-45

Introduced by Council President Hardwicke at the
request of the County Executive

Legislative Day No. 89-20 Date June 13, 1989

AN ACT to add new Subsection 3 to Subsection E, heading, Appeals, of Section 38-38, heading, Disciplinary Actions, and to add new Subsection (c) to Subsection A(3), heading, Procedure for Presentation of Grievances, of Section 38-39, heading, Employee Relations, of Article IV, heading, Classified Service, of Chapter 38, heading, Personnel, of the Harford County Code, as amended; to provide for a sixty (60) day appeal process for grievance procedures and to provide for waiver of the time limits upon mutual written agreement.

By the Council, June 13, 1989

Introduced, read first time, ordered posted and public hearing scheduled
on: July 18, 1989

at: 7:30 P.M.

By Order: Doris Poulson, Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on July 18, 1989, and concluded on, July 18, 1989

Doris Poulson, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

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1 Section 1. Be It Enacted By The County Council of Harford
2 County, Maryland, that Subsection E, heading, Appeals, of Section
3 38-38, heading, Disciplinary Actions, and Subsection A(3),
4 heading, Procedure for Presentation of Grievances, of Section
5 38-39, heading, Employee Relations, of Article IV, heading,
6 Classified Service, of Chapter 38, heading, Personnel, of the
7 Harford County Code, as amended, be, and they are hereby repealed
8 and re-enacted, with amendments, all to read as follows:

9 Chapter 38. Personnel.

10 Article IV. Classified Service.

11 Section 38-38. Disciplinary Actions.

12 E. Appeals.

13 (3) THE TIME LIMITS IN THIS SECTION MAY BE WAIVED
14 UPON MUTUAL WRITTEN AGREEMENT BETWEEN THE EMPLOYER AND THE
15 EMPLOYEE OR HIS DESIGNATED REPRESENTATIVE OR, AT THE REQUEST OF
16 THE PERSONNEL ADVISORY BOARD, UPON WRITTEN NOTICE TO THE PARTIES.

17 [(3)] (4) In case of any appeal to the Personnel Advisory
18 Board, its decision shall be final on all parties concerned.

19 Section 38-39. Employee Relations.

20 A. Grievances.

21 (3) Procedure for Presentation of Grievances.

22 (b) If the grievance is not resolved at this
23 stage, the employee may convert his complaint to writing and
24 submit it to his department head. If the complaint is not
25 resolved at this stage, the employee may refer his grievance
26 through departmental channels to the Personnel Officer. This
27 entire process will take place within [thirty (30)] SIXTY (60)

1 days after receipt of the grievance by the immediate supervisor.
2 The Personnel Officer shall review the grievance and advise the
3 employee of his decision. The employee may appeal any decision
4 of the Personnel Officer to the Personnel Advisory Board as
5 provided for in Section 38-38E.

6 (c) THE TIME LIMITS IN THIS SECTION MAY BE WAIVED
7 UPON MUTUAL WRITTEN AGREEMENT BETWEEN THE EMPLOYER AND THE
8 EMPLOYEE OR HIS DESIGNATED REPRESENTATIVE.

9 Section 2. And Be It Further Enacted, that this Act shall take
10 effect July 1, 1989.

11 EFFECTIVE: September 19, 1989
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13 The Secretary of the Council does hereby
14 certify that fifteen (15) copies of this Bill
15 are immediately available for distribution to
the public and the press.

16 Doris Poulsen, Secretary
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BY THE COUNCIL

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Read the third time.

Passed LSD 89-24 (July 18, 1989)

Failed of Passage _____

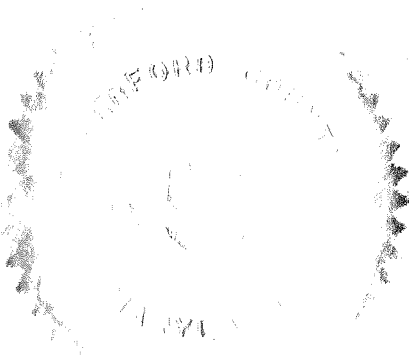
By Order

Doris Poulsen, Secretary

Sealed with the County Seal and presented to the County Executive for his approval this 19th day of July, 1989 at 3:00 o'clock P.M.

Doris Poulsen, Secretary

APPROVED:



BY THE EXECUTIVE

County Executive

Date 7-21-89

BY THE COUNCIL

This Bill (No. 89-45), having been approved by the Executive and returned to the Council, becomes law on July 21, 1989.

Doris Poulsen, Secretary

EFFECTIVE DATE: September 19, 1989

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